

HUMBOLDT COUNTY OFFICE OF EDUCATION
901 Myrtle Avenue, Eureka, CA 95501

MINUTES
July 11, 2018

1.0 CALL TO ORDER/WELCOME/FLAG SALUTE

President Bill Ruff called the meeting of the Humboldt County Board of Education to order at 3:00 p.m. with a quorum present.

PRESENT: Loretta Eckenrode, Marc Rowley, Bill Ruff, Mary Scott, Robert Siekmann

ABSENT: None

ALSO PRESENT: Chris Hartley, Superintendent of Schools; Heidi Moore-Guynup, Assistant Superintendent; Tess Ives, Carol Ingram, Jenny Bowen, HCOE; Monica Dekat, CSEA; Janine Melanson, Administrative Assistant

Robert Siekmann led the flag salute.

2.0 ADJUSTMENT OF THE AGENDA

There were no adjustments to the agenda.

3.0 BOARD MEMBER ANNOUNCEMENTS/COMMENTS/REPORTS

Loretta Eckenrode stated that the Fortuna Culinary students, led by Stacy Chatfield, catered her daughter's wedding of over 300 people and did an amazing job.

4.0 PUBLIC COMMENTS

There were no public comments.

5.0 PRESENTATION: Jenny Bowen – New HCOE Website

Jenny Bowen presented that the new HCOE website launched a couple months ago after a year of planning and development. The emphasis has been to make it more user friendly for any user. Jenny walked through the website to share with the board. The next step is to meet with divisions to update their individual pages. Jenny mentioned the HCOE Facebook page has been up and running for a while. A Twitter account will be launched next. Feedback on the webpage has been mostly positive and also some useful notes for enhancements. Mary Scott stated she appreciates the changes and thinks it looks great. President Ruff asked about analytics available – Jenny said individual types of visitors are not available, but number of “hits” and how deep the user went is. Jenny stated that a lot of credit should go to Erik Fraser who took rough ideas and did a great job creating the website.

Jenny pointed out the accessibility features on the website and stated that one of the main impetus to the update was to make the site accessible. Her department is also helping districts comply with this requirement.

6.0 CONSENT AGENDA

It was moved/seconded (Scott/Siekmann) to approve the consent agenda. **The motion carried with the following hand vote.**

Hand Vote

AYES: Eckenrode, Rowley, Ruff, Scott, Siekmann
NOES: None
ABSTAIN: None
ABSENT: None

Action was taken on the following consent items:

- 6.1 Approve Minutes - June 13, 2018
- 6.2 Approve Travel Claims
- 6.3 Annual Review of Policy #6145-Extra Curricular/Co-Curricular Activities
- 6.4 Receive and File Quarterly Williams Compliance Report - Instructional Materials, School Facilities & Teacher Certification
- 6.5 Accept Donations for Rising Stars Foundation
- 6.6 Approve Submission of 2018-19 Co-op Consolidated Application for Categorical Funding
- 6.7 Review and accept Superintendent's Schedule of Surplus Personal Property Report

7.0 ACTION ITEMS

7.1 Receive and File Potential Maximum Cost of PERS Golden Handshake – HCOE

It was moved/seconded (Eckenrode/Rowley) to receive and file Potential Maximum Cost of PERS Golden Handshake – HCOE. **The motion carried with the following hand vote.**

Hand Vote

AYES: Eckenrode, Rowley, Ruff, Scott, Siekmann
NOES: None
ABSTAIN: None
ABSENT: None

7.2 Receive and File the following:

- 7.2.1 2018-19 Master Agreement and Disclosure Statement for the California School Employees Association (CSEA), Chapter 566

Dr. Hartley thanked Heidi Moore-Guynup as lead negotiator for HCOE and Monica Dekat as the president of CSEA.

- 7.2.2 2018-19 Total Compensation Adjustment for Unrepresented Employees

It was moved/seconded (Scott/Eckenrode) to receive and file 2018-19 Master Agreement and Disclosure Statement for the California School Employees Association (CSEA), Chapter 566 and 2018-19 Total Compensation Adjustment for Unrepresented Employees. **The motion carried with the following hand vote.**

Hand Vote

AYES: Eckenrode, Rowley, Ruff, Scott, Siekmann
NOES: None
ABSTAIN: None
ABSENT: None

7.3 Receive and File Revisions to Superintendent’s Policy 4111/4211/4311 – Personnel Recruitment and Selection

It was moved/seconded (Eckenrode/Siekmann) to receive and file revisions to Superintendent’s Policy 4111/4211/4311 – Personnel Recruitment and Selection. **The motion carried with the following hand vote.**

Hand Vote

AYES: Eckenrode, Rowley, Ruff, Scott, Siekmann
NOES: None
ABSTAIN: None
ABSENT: None

7.4 Receive and File Revisions to Superintendent’s Administrative Regulation 4119.1.1/4219.1.1/4319.1.1 – Sexual Harassment

It was moved/seconded (Eckenrode/Scott) to receive and file revisions Superintendent’s Administrative Regulation 4119.1.1/4219.1.1/4319.1.1 – Sexual Harassment. **The motion carried with the following hand vote.**

Hand Vote

AYES: Eckenrode, Rowley, Ruff, Scott, Siekmann
NOES: None
ABSTAIN: None
ABSENT: None

7.5 Adopt New Board Policy and Administrative Regulation 5145.13 - Response to Immigration Enforcement as a First Reading

It was moved/seconded (Rowley/Scott) to adopt new Board Policy and Administrative Regulation 5145.13 - Response to Immigration Enforcement as a First Reading. **The motion carried with the following hand vote.**

Hand Vote

AYES: Eckenrode, Rowley, Ruff, Scott, Siekmann
NOES: None
ABSTAIN: None
ABSENT: None

7.6 Adopt Revisions to Board Policies and Related Administrative Regulations

- 7.6.1 BP & AR 5125 – Student Records
- 7.6.2 BP & AR 5145.3 – Nondiscrimination/Harassment
- 7.6.3 BP 5131.3 – Bullying
- 7.6.4 BP 0410 – Nondiscrimination of Office of Education Programs and Activities
- 7.6.5 BP 1312.4 – Uniform Complaint Procedures

It was moved/seconded (Scott/Eckenrode) to adopt revisions to Board Policies and Related Administrative Regulations in items 7.6.1 through 7.6.5. **The motion carried with the following hand vote.**

Loretta Eckenrode commented on the difficulty for schools to have control over bullying happening off campus. Dr. Hartley commented that many times this relates to social media events after school that feed into the school day. He also shared that School & College Legal Services provides training on what is and is not allowed when school are investigating allegations of bullying.

Hand Vote

AYES: Eckenrode, Rowley, Ruff, Scott, Siekmann
NOES: None
ABSTAIN: None
ABSENT: None

7.7 Review & Accept Revisions to Administrative Regulations

7.7.1 AR 3514.1 – Integrated Pest Management

7.7.2 AR 5125.1 – Release of Directory Information

It was moved/seconded (Scott/Rowley) to review & accept Revisions to Administrative Regulations 3514.1 & 5125.1. **The motion carried with the following hand vote.**

Hand Vote

AYES: Eckenrode, Rowley, Ruff, Scott, Siekmann
NOES: None
ABSTAIN: None
ABSENT: None

7.8 Set the Superintendent's salary for 2018-19

It was moved/seconded (Scott/Rowley) to increase salary by 3% for the next three years.

Mary stated that she wishes to have the superintendent's salary increase be in line with what staff received. But because staff receives a step increase as well as the negotiated salary increase while the superintendent does not receive an annual step increase, 3% puts the increase in line with staff (2% plus step.) President Ruff agreed with Mary and added that, looking at the range of comparable counties and the fact that Humboldt COE takes the lead among county office leadership statewide, the increase is warranted. President Ruff also stated he wants Dr. Hartley to continue to be this lead and to understand that he is doing great work and should be rewarded as such.

Marc Rowley stated that we are in difficult times and that the challenges are going to continue. Education needs to have the ability to keep up and the superintendent's compensation should allow him or her to do so. He feels the increase is warranted.

Robert Siekmann stated that he agrees that the step consideration should be included. He questioned the three year timeline. Dr. Hartley clarified that the current policy states the superintendent's salary is to be reviewed annually.

Loretta Eckenrode stated that elementary teachers average salary is \$47,094 and \$49,940 at the high school level according to information on the internet. Marc expressed that those amounts are shamefully low. President Ruff stated this should not be considered as they are not comparable jobs. Loretta stated that district superintendents make approximately three times more than teachers do.

Loretta stated that if the board has to review the salary every year, stating that increase is for three years does not simplify the process.

Robert Siekmann stated that school finances are relatively stable over time. He also recalled a provision that a superintendent's salary can be increased but not decreased. If there is an economic downturn, it may be awkward to not apply the 3% in future years after having approved it. He also commented on the importance of perception of actions and that he would be more comfortable with a number lower than 3%, but close to it.

President Ruff stated he feels it is more important that the increases be about performance and a platform for Dr. Hartley to move forward than it is to make it palatial for people to understand.

Loretta Eckenrode asked Carol Ingram if the budget would support an increase of 3% and Carol stated it would. As to Loretta's question if it would be fiscally wise, President Ruff objected to asking this of staff, and both he and Marc stated that our reserves are sufficient at this point to support this decision.

The motion carried with the following hand vote.

Hand Vote

AYES:	Eckenrode, Rowley, Ruff, Scott
NOES:	Siekmann
ABSTAIN:	None
ABSENT:	None

President Ruff stated he would like Dr. Hartley to share with the Board what he has done county- and statewide. He has had opportunity to speak with Dr. Hartley one on one. Robert Siekmann agreed that he would like to hear about these accomplishments.

8.0 INFORMATION/ACTION ITEMS

8.1 Superintendent's Report

Dr. Hartley expresses his appreciation to the Board for the approved salary schedule, and particularly that it is similar to step and column for employee groups.

Dr. Hartley stated that his Cabinet retreat will be held at his house from 9:30 am – 6:00 pm with a full agenda. They will work on the 2018-19 priorities and organizational direction. He will report the outcomes at the August meeting.

Grand jury report has two areas that HCOE is asked to respond to: 1) Recommend HCOE provide training to school districts regarding. Dr. Hartley states that we will respond that we provide many trainings and are streamlining so as to not duplicate those offered by the SELPA. 2) Recommend an assessment team to look at biases. Working collaboratively with other agencies is already underway to provide other options besides special education as the first recommendation. Dr. Hartley stated the Grand Jury report does bring awareness to the broader community.

Dr. Hartley reported on a substantial grant award the nutrition team received. Only 1 in 4 in the state received the award. Tess Ives responded to a question Mary Scott asked, stating that if a community has an over 70% free and reduced lunch rate, the entire community can access the lunches. Dr. Hartley added that the application process for the lunches is intimidating and McGuire has written a bill that would allow other ways to qualify. Marc Rowley commented about a national movement to provide more nutritional school lunches.

Dr. Hartley reported that all districts that had bonds on the ballot were successful. It shows taxpayers support their schools.

8.1.1 State Budget Overview

Dr. Hartley stated there is nothing new to report since the last board meeting update. Carol Ingram stated the state is fine-tuning with trailer bills, but no significant financial changes have been made. Dr. Hartley shared that the state has adopted new system for county offices to support underperforming districts – this is referred to as Differentiated Assistance. Humboldt has five districts in this category (Eureka City Schools, Rio Dell, Cutten, South Bay and Southern Humboldt.) HCOE will adopt a service model to directly fund districts to support student achievement.

8.2 Board Retreat Agenda

- 1) County committee – districts nominate members; the board could serve as the committee
- 2) Governance Team– how the board operates as a governance team, norms, self-evaluation
- 3) Key initiatives updates – Sequoia, HydroFarms, Coregrowth, Decade of Difference transition
- 4) Update of HCOE work throughout the state

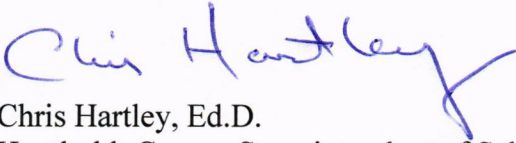
The board would like to visit Humboldt HydroFarms as well.

8.3 Future Agenda Items

9.0 ADJOURNMENT

The meeting adjourned at 4:24 pm.

Respectfully submitted,



Chris Hartley, Ed.D.
Humboldt County Superintendent of Schools

CH:jm